

EXHIBIT 3



Joy Schaefer <jschaefer@ltu.edu>

Fwd: Prof. Schaefer's Accommodation Request.

Deshawn Johnson <djohnson@ltu.edu>

Fri, Sep 17, 2021 at 4:33 PM

To: Joy Schaefer <jschaefer@ltu.edu>

Cc: Michele Moss <mmoss@ltu.edu>, Carolyn Bogerty <cbogerty@ltu.edu>

Dr. Schaefer,

My apologies for the delayed response. It was HR's understanding that Dean Kambhampti would give you an update on this matter, per a meeting held with him on Aug. 26.

Your ADA Accommodation that was rescinded by Provost Sobh has been reinstated (approved). In other words, your ADA Accommodation is reinstated for 2021-2020 academic year.

Let me know if you have any other questions or concerns.

Deshawn Johnson

[Quoted text hidden]

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